CAREER COACHING 101

WHAT IS CAREER COACHING?

A volunteer works with students on a task or activity that varies by grade and objective. Tasks are designed to help students improve their teambuilding and interpersonal communication skills, provide networking opportunities, and prepare them for the workforce.

WHAT TO EXPECT DURING CAREER COACHING

Before A PEB staff member will be in touch about the activity and logistics. This staff member will be your main point of contact.

During

Assist students with completing the task. Remember students are there just as much for you as they are for the activity itself.

After

Stay a few minutes to talk to students and other coaches. Provide feedback about the activity.



HOW TO MAKE THE MOST OF WORKING WITH STUDENTS

POSITIVITY AND HOSPITALITY

- Students respond to people who are excited to see them.
- Ask them questions about their interests.
- Be genuinely interested in them, and it opens the door to them giving you a chance to know them.

EMBRACE DIVERSITY

- Be respectful and open-minded.
- Central NY has a wonderful variety of people from different backgrounds. Some students are bilingual or do not primarily speak English. Ask staff for help.
- Remember every student is at a different stage of development.

HAVE A GROWTH MINDSET

- Ask students questions rather than advising.
- Avoid a mentality of "saving" or "fixing".

COMMON SCENARIOS

Here are some common scenarios that may arise and potential responses:

"I DON'T WANT TO BE HERE TODAY"

A student says, "I don't want to be here today". A coach can respond by saying:

- "I didn't even want to get out of bed today until I had some coffee. What typically works to get you motivated?" Focus on shared experiences.
- "Take 15 minutes and see if you change your mind. We will be working on this if you do." Students will oftentimes give it a try.



- Think of coaches as the GPS coaches can
- navigate, but students decide how to get to their destination. A GPS focuses on options, not judgment.

QUIET AND DISINTERESTED

Often students will "wait their turn" to speak, so prompting them directly can get them talking.

- Ask them questions or ask their tablemates to share what they think that person would say. This at times gets the students to help the quiet student to interact.
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"The key thing to remember is this is a long slow process. It is the proverbial pebble in a pond. I am making an impact just by showing up and being an example. I have no control over where those ripples in the water go, but I do know there will be ripples. Knowing that it is a long process, let's me keep returning to see what change has happened."



www.macny.org/peb

Ethan, Career Coach